



UNIVERSITY OF
MARYLAND
Council of University System Faculty (CUSF)
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03 May 2010 [revised/updated 10 June 2010]

TO: Chancellor Brit Kirwan, the Board of Regents, and the
Chancellor's Councils of the University System of Maryland
FROM: Wm T. Stuart, Chair, CUSF Executive Committee
SUBJECT: Council Report for APRIL and MAY 2010

FROM April 2010 CUSF Meeting –

CUSF remains very concerned about the ongoing Budget Crisis, but continues to appreciate the great efforts of Chancellor Kirwan, the USM Staff and the Board of Regents in trying to protect the academic integrity of the University System.

At our 20th April Meeting of CUSF, held at UMBC, we discussed and otherwise shared our concerns on a number of matters:

- While we are heartened that the recent Maryland Legislative session did not produce the calamities that many of us anticipated, we remain alarmed by the ongoing budget crisis and its impact on higher education in our State. We are particularly concerned that USM is (virtually) the only State public system of higher education that is going into a third year of furloughs. We are deeply concerned that, with all the cuts and furloughs and some layoffs, the quality of education is being eroded on our several campuses, as fewer full-time regular faculty do more and more work, increasingly in overcrowded classrooms and in underequipped laboratories. The increasing use of adjunct faculty is, we feel, no genuine or adequate substitute for the variety and quality of pedagogical and other responsibilities of regular, full-time faculty.

- Thus we regret – having no better way to resist – that the State has seen it necessary to mandate a third year of furloughs by State employees, including USM faculty. We are especially concerned that – even with of permitting Recruitment and Retention exceptions to the furloughs for ‘superstars’, - there is an increasing danger that a two-tier system of faculty with many other faculty bearing increasing teaching loads and other responsibilities. There has been a real loss of income – with no COLA or Merit pay increases for loyal, long-term faculty for the past two, and soon to be three years. The result is an increasing likelihood of faculty leaving for ‘greener pastures’ and with the remaining regular faculty bearing the teaching, service, and scholarly burdens for less and less real income.

At our recent CUSF meeting at UMBC we heard from several guest presenters:

- Anthony Foster (USM system office) brought CUSF up to date on the new 10 Year Strategic Plan for USM that is presently being developed. At Mr. Foster's request, CUSF will provide timely input on the Plan.

- Donald Spicer and Nancy Shapiro (both of USM) brought CUSF up to date on the Longitudinal Data System and the Course Redesign initiatives at USM campuses.

- Representatives of AAUP and union organizations gave informational presentations to CUSF. We continue our informational sessions concerning the matter of unionization of faculty. These deliberations coincide with the Board of Regents workgroups on the Adjunct Faculty (Martha Siegel as CUSF rep on the workgroup) and TAs/GAs (Wm Stuart, CUSF rep).

On 23rd April, CUSF – represented by the CUSF Executive Committee – co-sponsored with Univ System of Maryland a day-long New Chairs and Deans workshop. This provided a good chance for such “newbies” to become better informed not only with the operation of USM, but also to become better aware of the collaborative role of CUSF. Presenters included Vice-Chancellor Goldstein and various members of the USM staff.

On 7th May 2010 the CUSF Exec Committee will co-sponsor a meeting – the second of this academic year 2009-2010 – of the Chairs of the several Senate (or Assembly) of the campuses of the University System. with Chancellor Kirwan and CUSF Exec Committee.

I am happy to inform you of the election of the CUSF Executive Committee members for next academic year – 2010-2011. They are:

Chair – Joyce Shirazi (UMUC)

Vice-Chair – William Stuart (UMCP)

Secretary – Martha Siegel (TU)

At-Large – William Chapin (UMES) and Stephanie Gibson (UB)

Note: there will be no Immediate Past Chair as Bill Stuart is to serve as Vice-Chair.

Our next CUSF meeting was held at Bowie State University on Friday, 14th May 2010.

FROM May 2010 CUSF Meeting at Bowie State University – three additional items of interest, stemming from the 14th May CUSF meeting, were :

[1] – Regarding FURLOUGHS

CUSF remains extremely concerned about the adverse consequences of this upcoming third year of legislatively mandated furloughs for State employees, including USM faculty.

In particular, we note the demoralizing impact of such furloughs as well as associated increased workloads on regular faculty members as more and more adjunct faculty are hired, but where they typically do not pick up committee and other faculty responsibilities.

It was again of some concern that faculty – and other USM personnel – find themselves in a position of virtually illegally working on furlough days, primarily to maintain the integrity of their teaching and other activities that are often impossible to reschedule.

[2] - CUSF asks the Exec Committee to join in supporting possible Op-Ed articles that USM personnel and the Board might wish to fashion in order in effect to lobby the Legislature as they consider the possibility of a possible fourth year of furloughs.

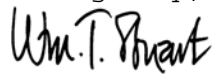
[3] - A Motion on Collective Bargaining was presented as a motion for CUSF consideration and vote.

CUSF urges the Board of Regents and the Chancellor to take action leading to the introduction of a bill in the next legislative session which will end the unfortunate special status of University faculty as one of the few categories of state employees excluded from the right to consider the alternative of collective bargaining.

After much – and often heated – discussion, the motion was withdrawn, and was thus not voted upon. It is anticipated that the motion will be reintroduced, most likely in revised form, for consideration by CUSF early in next academic year. Prior to that time, it is anticipated that some/all CUSF members will consult their respective faculty/university senates/assemblies to get the latter's input.

Vice-Chancellor Goldstein made clear that while consideration of such a motion – if appropriately submitted to the Chancellor and/or BoR as advisory – is in keeping with the role of CUSF within the University System of Maryland.

Collegially,



William Taft Stuart, CUSF Chair and UMCP Representative and Campus Liaison to CUSF
For The CUSF Executive Committee: William Stuart (chair), Joyce Shirazi (vice chair), Martha Siegel (secretary), Lee Richardson and Joyce Tenney (members-at-large), and E. William Chapin (immediate past chair).